

FOLIO

UNIVERSITY OF ALBERTA
16 APRIL 1993



INSIDE

- Art Smith and fellow seniors try their hand at fundraising
- Glenn Harris unveils service initiative
- U of A economists probe Alberta's budget deficit

General Faculties Council endorses equity plan after thorough debate

After considerable debate at General Faculties Council 29 March, the overwhelming majority of members agreed to endorse *Opening Doors: A Plan for Employment Equity at the University of Alberta*.

The vote was 62 in favour, 14 opposed.

Lois Stanford, Vice-President (Student and Academic Services), said the plan is practical, based on good human resource management principles, incorporates the University's existing management structures and demonstrates the University's commitment to principles of fairness.

Dean of Law Tim Christian said the plan is comprehensive, contains a set of reasonable proposals and, on balance, is a reasonable effort to bring the University into conformity with the Federal Contractors Program.

However, that was one of the reasons the plan was opposed by Tom Powrie (Economics). Dr Powrie said he believed it was inappropriate for the then President Myer Horowitz to commit the University to the program, a program which requires institutions that have contracts with the federal government to have employment equity plans if they want to be eligible for federal contracts over \$200,000.

Dr Powrie, a member of the Association of Concerned Academics, a group concerned about the implementation of employment equity at the University, said signing the Federal Contractors Program in the first place infringed on GFC's prerogatives. The University seems to have gone to an awful lot of work to solve problems which appear not to exist, he said, adding that he did not like the statistical grouping of people.

The plan outlines recommendations for removing artificial barriers to employment for four groups: women, disabled, aboriginals and visible minorities.

Noting the plan's use of the phrase numerical targets, Dean of Science Richard Peter asked whether assurances could be given that there will be no quotas at the University. The University is not going to interpret targets as rigid quotas that must be filled, responded President Paul Davenport. "I think the document is very clear on this point."

Jeffrey Osborn's (Oral Biology) comment that the cost of implementing the plan could be significant prompted Dr Stanford to ask what the University is willing to pay to hire the most talented people. She also said that many of the recommendations, if implemented, have the potential of saving the University a great deal in legal fees as a result of challenges.

If we don't have a welcoming climate, it will cost us in human talent, said Patricia Clements, Dean of Arts. She noted that the U of A is competing with other universities which are recruiting actively among the four designated groups. "This is the right thing to do and the smart thing to do."

Perhaps it would cost millions to put this in place, said graduate student Rita Egan, but this is a policy about fairness.

The University is missing a large number of talented people from these groups and it could benefit from their presence, said Faculty of Medicine Dean Doug Wilson. "The signal this sends is a very important one."

The plan will be reviewed by the Board of Governors' Academic Affairs and Human Resources Committee and will likely go before the Board in May.

Advice with a smile

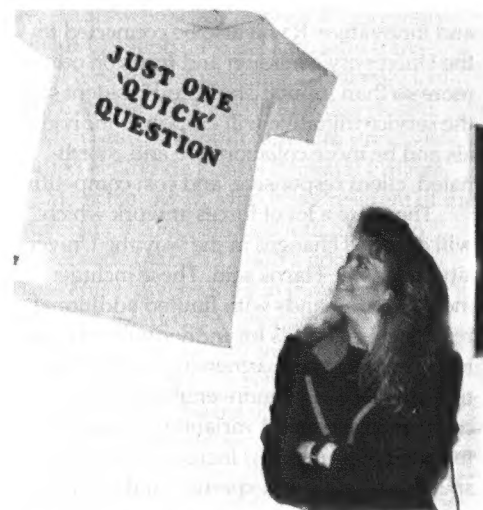
Psychology Department appoints student advisor

Talking about the student experience and the giving of advice, Psychology Chair Gene Lechelt says, "You can't have someone there who just says 'Next!' There's advising and there's advising."

Psychology students are able to get the second type because of the appointment last fall of Sandy Block as the first full-time undergraduate student advisor in the department. (Psychology made some budget adjustments and received additional financial support from the Dean of Arts.) Where once students may have gotten a "Read-this-and-figure-it-out" response from any one of several busy people, they are now able to meet with Block one on one, set out their problem(s) and get a considered, practical response.

Block, an Edmontonian who has a BA and a BSc in Psychology from the U of A, says that in most instances it's a matter of helping

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Sandy Block, who refers to herself as "a daily problem-solver", admires a gift from one of the many students who have come to her for advice.

Mining, Metallurgical and Petroleum Engineering working with industry to meet one another's needs

Committee allows industry not only to advise but to participate in decisionmaking, says Ken Barron

Vice-presidents of the province's major mining companies are busy people. However, many of those people have committed themselves and their companies to working with the Faculty of Engineering's Department of Mining, Metallurgical and Petroleum Engineering. Their goal? To make sure the department prospers.

It was, after all, only a few years ago that the Mining Engineering component of the department was scheduled to be closed. "We wanted Mining Engineering to survive and thrive at the U of A," says Jim Carter, Vice-President, Operations, Syncrude Canada Ltd.

Now Carter heads an Industry Advisory Committee on which many of the province's largest mining company vice-presidents sit. That committee has been a successful venture, says Department Chair Ken Barron. Part of its success can be attributed to the fact that the industry representatives are not just advising the department on a myriad of mining-related issues, but they're actually involved in the decisionmaking process.

"You have to involve these people in the decisionmaking process, so they remain committed," says Dr Barron.

Once the committee was established for mining, a curriculum review committee got to work. We looked at university standards and industry needs, says Dr Barron, and a number of curriculum changes will go before the University's governing bodies by the end of the summer.

Industry and University representatives, led by John McDougall, holder of the Poole Chair in Management for Engineers, established a strategic plan for mining engineering.

That plan made 43 recommendations, and established priorities for the program. Many of those recommendations were aimed at ensuring the program survived and was strengthened.

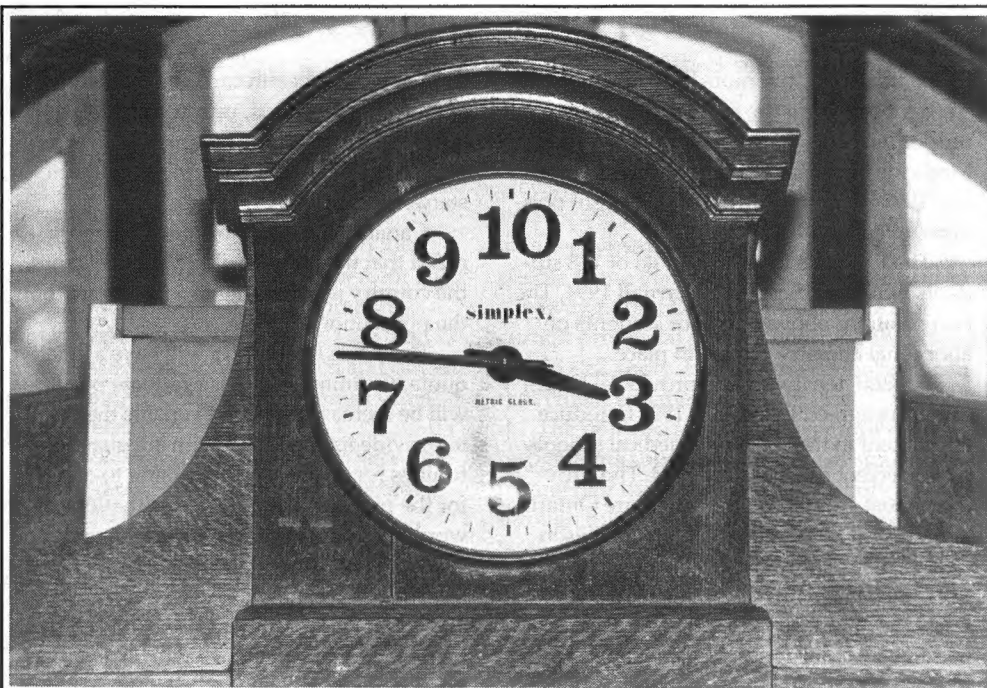
Meanwhile, an executive-in-residence program was established, with three industry representatives having participated. Their role, explains Dr Barron, has been and will continue to be multifaceted. They'll deliver lectures, advise students on career plans and consult with students on final-year projects.

A student liaison program has also been established. The student who runs the program is responsible for encouraging good students to enroll in mining engineering and making sure students in the program get summer employment, preferably in the mining sector. Last year, 30 of 31 students were placed. "Our goal is to place all of the students again this year," says Carter.

The department is recruiting two new mining professors. "Curriculum is important," says Carter, "but equally important is the department's ability to recruit good staff." Again, industry representatives aren't simply advising the department on recruiting, they're actually sitting on the selection committee.

Dr Barron says there are lessons here that other departments can learn.

It makes sense in a province like Alberta with such a large mining sector to have a strong mining engineering program, Carter concludes. The program remains small (about eight students graduate from the program each year), but industry needs well-trained BSc (Mining) graduates to take their places in the province's mining industry.



What time is it? Students and staff who strolled through the entrance of the Dentistry-Pharmacy Building on—you guessed it—April Fool's Day, could be forgiven for being slightly confused. Not many people, after all, tell time by metric clocks.

Service initiative will be broadly based program of continuous improvement, says Harris

One of the University's biggest challenges will be to cross organizational boundaries

The University of Alberta's service initiative will be a broadly based program of continuous improvement for all staff, units, systems and processes that constitute the service functions of the University, says Vice-President (Finance and Administration) Glenn Harris.

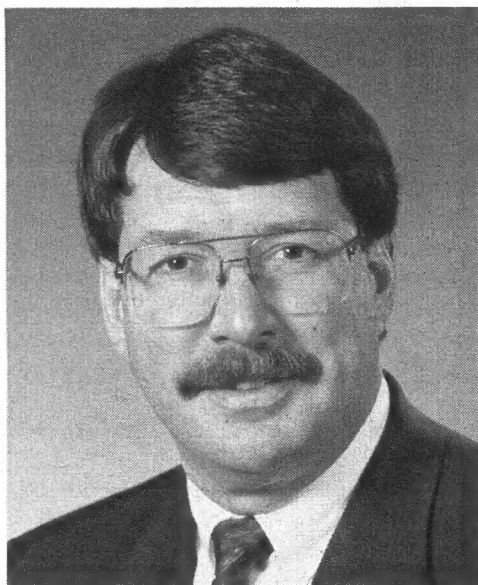
It (the service initiative) will affect all the service functions carried out at the University, will cross organizational boundaries and include decentralized and centralized activities, he recently told a crowded University Hall Council Chamber.

Addressing many of the University's administrative professional officers, Harris said the service initiative will be flexible, adaptive and innovative. It will also be connected to the University's mission and focus on outputs more so than inputs. The Vice-President said the service initiative will empower individuals and be more collaborative and coordinated, client responsive, and cost competitive.

There are a lot of forces at work which will demand changes in the way the University functions, Harris said. These include: increased demands with limited additional resources; demands for individualized learning; more external partnerships and institutional cooperation; more emphasis on outcomes; more student variability; more community accountability; increased need for specialized support expertise; and more global, interdisciplinary and applied research.

"We must respond to [these] changes and we need new models.

"The question is, How well prepared are we for adapting to these changes? We've done remarkably well so far, and we have a very talented, loyal and well-educated staff. We'll use that talent and commitment to adjust. But do we have cause to worry? More and more of us think there are reasons to worry."



Vice-President (Finance and Administration)
Glenn Harris

The fact is, he said, the University has outgrown its policy and procedural framework and has to rethink its rigid organizational structures.

There will be no single quick fix. The University will have to operate and change on a variety of fronts.

Some of the solutions offered by people in the literature and at workshops are in the areas of: total quality management, service culture, restructuring and rationalization, mission driven management, team decisionmaking, staff development, systems thinking, learning culture, instruments of accountability, budget and resource planning, performance measurement, aggressive use of technology, healthy atmosphere of quality and respect.

"People point to these areas and say, 'That's what you've got to do. That's how we'll deal with our problems,'" Harris said, pointing out that these suggestions raise themes of performance, institutional culture, management style, tools, program, strategy and institutional purpose.

"The reality is that the problems we confront really do require us to draw on all these themes."

The Vice-President said there will be no single quick fix. The University will have to operate and change on a variety of fronts.

However, it's not as if there aren't innovative changes occurring already.

"We have to pursue these initiatives regardless of our budget situation." The University has to operate on two tracks, dealing with the day-to-day needs and improving longer term capabilities. "To a large extent, we've focused our attention at the senior management level on only one of these; there has not been a concerted effort here or most other places to attack the problem of developing the capacity of the organization ... with a view to more than dealing with the immediate needs."

The service initiative will have to be built on four things: purpose, values and vision; improvement initiatives; service toolkit; and support structure.

People will only be committed to the service initiative if they're engaged. Attitudes don't change behaviours; behaviours change attitudes, he said. So, three types of improvement initiatives will be taking place: continuous improvement initiatives, special initiatives and umbrella initiatives. The first type involves incremental, day-to-day kinds of improvements. The second type involves the transformation of particular services by rethinking how those services are provided. The third type involves institutional initiatives which are designed to create an institutional climate in which ongoing programs of continuous improvements can flourish, explained the Vice-President, and those will involve human resource management and policy practices.

All major initiatives will be tackled by teams, there'll be team leaders, and all of them will have team sponsors standing outside the process making sure the work will bear fruit, he explained. Goals will be clear from the start. There'll be an emphasis on learning and people will have to be honest about what's working and what isn't.

Harris said that as the initiative proceeds, the successes will be brought to the campus community's attention. "One of the challenges over the next month and a half is to knit things together so that the whole initiative can be presented as something fairly coherent."

Student advisor

Continued from page 1

students get organized by giving them a number, a name or a place. "Often they just don't know where to start."

She also gives tips on how to use the Library, how to study and how to write exams. "It's important to treat everyone the same, even if it's the eighth time you've heard a particular question." Block also tries to learn something about each student that isn't academic in nature.

Psychology has "an immensely large and complex undergraduate program [it encompasses both the Faculty of Science and the Faculty of Arts] plus a very heavy service component" so the need for an advisor is great, Dr Lechelt says. (In the first week in January, Block spoke with 500 students individually and returned close to 200 phone calls.) As much as anything, he views Block's work as a demonstration of personal regard for each student. "Sandy gives them a sense that their problem is real, acknowledges it, and works to help them."

Academic competition is greater than it's ever been and students' workloads have increased significantly, says Dr Lechelt, who, as student, professor and administrator has been associated with the University for more than 20 years. "I've seen that first- and second-year students are reluctant to be their own advocates, largely because they're intimidated by the place." Dr Lechelt adds that it's very easy for administrators to lose sight of the educational experience beyond the classroom, and that teachers and researchers are being subjected to greater pressure and are therefore less likely to be able to advise students.

"This sort of attention to students can fall through the cracks in these days of fiscal restraint. That's damaging to the student and to the University. Owing to Sandy's front-line involvement, we've been able to solve a lot of small problems before they could grow into big problems.

"It's not spoonfeeding. These students are going to be our ambassadors when they leave. Increasingly, we're going to have to rely on them to support the University in the future."

Board supports proposal to cut enrollment in Faculty of Medicine

Part of an overall strategy to control number of physicians in Canada

The Board of Governors has endorsed a proposal from the Faculty of Medicine to reduce the first-year quota for the Doctor of Medicine program by eight positions, effective 1993-94, and by an additional eight positions, effective 1994-95.

The Faculty's first-year quota of 118 students will be reduced to 102 by fall 1994. The two positions above quota for students of aboriginal ancestry remain in place.

Federal, territorial and provincial health ministers agreed in January 1992 to reduce enrollment in the country's medical schools by 10 percent by the fall of 1993. The provinces most affected by the policy are Ontario, Alberta and Manitoba, Dean Doug Wilson told the Board at its meeting on 2 April.

"We believe this a responsible policy," said Dean Wilson, adding that the Faculty had to be responsive to the needs of the public, the system and the University.

Board member Reg MacDonald said there's no sense churning out medical school graduates if there are problems in funding

those jobs. The health care budget is huge and, in some respects, uncontrollable, so limiting medical schools' enrollment is an appropriate step to take considering the circumstances, he said.

Canada's health ministers have recognized that the number of physicians across the country is increasing at a faster rate than the population increases.

But while the Faculty will have a smaller quota, the number of postgraduate positions will be increased. This will enable the Faculty to provide its graduates with adequate opportunities for postgraduate training to qualify for the practice of medicine, a situation which would not apply if the reduction in undergraduate enrollment does not occur.

Alberta Health and Advanced Education and Career Development have assured the University that the change will be revenue-neutral. Dean Wilson expects the small reduction in undergraduate enrollment will enable the Faculty to more readily increase small group teaching and slightly reduce its dependency on voluntary clinical teachers.

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Anita Moore elected to Board; will sit as NASA representative

Anita Moore has been elected to the Board of Governors for a three-year term. She will represent the Non-Academic Staff Association.

Moore said last week she is hopeful she can bring NASA's concerns to the Board. "There really aren't a lot of opportunities for the Board members and NASA members to interact," said the NASA President.

Moore said that she ran because she thought she could represent NASA members and provide Board members with a better understanding of what NASA members do. "There's a tremendous communications gap on campus."

Her first Board meeting will be on 7 May.

Royal Bank Vice-President says NAFTA won't hinder multilateral trade initiatives

Edward Neufeld delivers inaugural Imperial Oil Lecture in International Business

The vice-president of the country's largest bank says the North American free trade agreement won't hinder efforts to construct multilateral trading arrangements.

Edward Neufeld, the Royal Bank's executive vice-president for economic and corporate affairs, said 1 April that there isn't much hard evidence to suggest the world is moving towards the replacement of multilateral trading arrangements with regional trading arrangements.

"The continuing reliance on multilateralism—while at the same time permitting the essential benefits to emerge from regional trading agreements—will best serve Canada's vital international trading interests," said Neufeld, the speaker in the Centre for International Business Studies' inaugural Imperial Oil Lecture in International Business.

Nor should people exaggerate the extent to which we are moving towards regionalism, he continued. There are very few "natural" trading areas in the world, and almost 40 percent of all world trade is inter-regional.

"In Asia today, trade is essentially multilateral; they send more than half of their exports outside of their area. And Japan and the United States have a third of their trade in the region, a third in their regions and a third in Europe. On this basis alone, Asia and the [members of the] NAFTA have a strong interest in maintaining the multilateral system," said Neufeld, a noted authority on the Bank of Canada and member of The Atlantic Council of Canada and CD Howe Institute.



Royal Bank of Canada Vice-President Edward Neufeld

Neufeld spent much of his address arguing that regional trading arrangements are more in harmony than in conflict with the objective of moving the world toward more open trading arrangements. However, he said both regional and multilateral trading arrangements must be simultaneously pursued.

He said his travels in this hemisphere have taught him that countries discern that their road to prosperity lies along more open markets. And the NAFTA process is one element of that process. "This is why I don't see any chance of NAFTA becoming a tool for building walls of protectionism against other countries."

Universiade Scholarship Program comes up roses every spring

The Universiade '83 Scholarship Program continues to have one of the same attributes that a top-flight athlete does: a full range of motion.

The program, which was created from a \$1 million surplus at the end of the 1983 University Games, helps (U of A) student-athletes fund their studies and, in some cases, makes it possible for students to continue their studies. It's also one of the few scholarship programs open to students transferring from other postsecondary institutions.

Universiade '83 Foundation is fast becoming one of the University's largest donors, President Paul Davenport pointed out at the Universiade '83 Scholarship Awards Ceremony held at the Faculty Club on 31 March. Over the past six years, the Foundation has donated nearly \$700,000 to the Universiade Scholarship program. (Each year, approximately 45 Universiade '83 Scholarships valued at \$2,500 each are awarded to U of A students who have combined academic excellence with outstanding skills in athletics and/or the fine arts. There are also about 300 applications for those 45 Scholarships.)

President Paul Davenport said that in speaking with various employers, it's clear that they all want people who write well and speak well, but they're also looking for students with poise, self-confidence, and the ability to work as a team and to rebound after setbacks. Universiade Scholars personify those qualities, he said.

The recipients of Universiade '83 1992-93 Scholarships are: Patricia Agrell-Smith, Malcolm Allan, Glen Allen, Jeri-Mae Astolfi, Jeffrey Begg, David Boechler, Jason Bougher,

Tracey Childs, Jason Colwell, Michelle Crouch, Greg Dowler-Coltman, Andrew Enache, Corey Ennis, Stacy Fysh, Debbie Gaudin, Mark Goodkey, Darren Gumbs, Christy Halat, Jay Hamilton, Chris Harrison, Jane Isakson, Carrie Kushneryk, Susan Maclean, Rona Marak, HJ Scott McDonald, Maxi Miciak, Clayton Miles, Laurel Mitchelson, Michael Moore, Loralyn Murdoch, Darren Nichols, Shelley Rapaich, Todd Rice, Sharon Ritter, Brian Rodrigues, Mark Samuel, Dean Smale, Kyla Smith, Mark Souch, Allison Storochuk, Craig Sully, Alvin Tam, Susan Tiege, Toby Vallance, and Russell Weninger.

Four students are transfer students. They are: Andrew Enache, formerly a University Calgary student; Jane Isakson, who transferred here from Augustana University College, Camrose; and Carrie Kushneryk and Loralyn Murdoch, both of whom previously studied at Grande Prairie Regional College.

Myer Horowitz, who was President of the University in 1983, slipped into his green Universiade blazer (it's still a good fit), displayed his Universiade pin (now a collector's item) and recalled that planning for the Games began in the summer of 1979 with the strong support of John Schlosser, then Chair of the University Board of Governors, and Cec Purves, then mayor of Edmonton.

"We had a corps of hundreds and hundreds of volunteers and that's the reason for these Scholarships," Dr Horowitz said. He reminded the audience that the legacy of the Games also includes facilities the likes of the Butterdome, the Tennis Centre, the North Garneau Residences and the Education Car Park.

Canadians believe universities doing a good job — Angus Reid poll

Graduates who get higher paying jobs should repay their loans faster, say respondents

Universities may well feel under siege these days, but they can take heart from a recent Angus Reid poll conducted for the Association of Universities and Colleges of Canada.

The poll found that Canadians believe their universities are perceived to be doing a good job or very good job by all segments of the population. As well as receiving positive ratings on the national and provincial levels, universities were considered to be doing a better job compared to elementary or secondary institutions.

For many academics, however, the poll uncovered a somewhat disturbing finding. When Canadians were asked to state what the most important role of universities was, 35 percent answered that universities should provide higher education and 25 percent answered that universities should prepare young people for the work force. Less than seven percent mentioned research and development as the most important role of Canadian universities.

The poll suggested that there is very little recognition among the general public of the role of universities as research centres.

Vice-President (Research) Martha Piper said perhaps more discouraging is that only 10 percent of the individuals who could suggest a second most important role for universities cited research as a response. "These results underline the fact that the public has very little recognition of the research role of universities."

"Clearly, we must do a better job of informing the public about our research activities, and the unique role universities play in conducting research that impacts on society."

The poll was, however, good news for those on this campus and across the country who are lobbying for the implementation of an income-contingent loan repayment scheme. Nationally, 71 percent of respondents agreed that students who acquire a higher paying job after university should be required to pay their loans back more quickly than those who do not.

Students' Union President Terence Filewych was pleased with that finding. "It certainly indicates a ground swell of support for the concept of income-contingent loan repayment schemes," he said. "Some people argue that such a scheme could lead to runaway tuition fees. We would hope that current provincial policies limiting tuition fees would still apply if an income-contingent loan repayment scheme was put in place."

The poll also found that over four in 10 respondents supported the idea of students paying half the cost of their education through tuition fees. Filewych was surprised by that finding and pointed out that if tuition fees rose significantly, that would force students to take out much larger loans.

The poll found very little support for a no-tuition fee policy. About 74 percent of respondents disagreed that students should not have to pay tuition fees.

Douglas Roche releases new book

A Bargain for Humanity: Global Security by 2000 published by U of A Press



Douglas Roche

People may be talking about a new world order, but the old disorder still prevails as East-West tensions give way to the North-South gap, says Douglas Roche.

The world of post-Cold War enlightenment, political change and hope for a more humane future is colliding with the world of suffering and despair. This poses great danger to the future of humanity, Dr Roche, a visiting professor in the Political Science Department, said at the official launch last week of his new book, *A Bargain for Humanity: Global Security by 2000*.

In his book, published by The University of Alberta Press, Dr Roche argues that it is

becoming clearer that all countries must cooperate to combat critical global problems: the future of nuclear weapons, the proliferation of weapons of mass destruction, international terrorism, drug trafficking, the spread of AIDS, and the depletion of nonrenewable resources.

It's unlikely that nations will be able to jointly address these problems, unless they can come to realize that the common management of the planet is in their mutual interest, says the former Canadian ambassador for disarmament (1984-89) and Member of Parliament (1972 to 1984).

According to Maurice Strong, Secretary-General, United Nations conference on Environment and Development (Earth Summit), Dr Roche has again demonstrated (with his book) that he is one of the most perceptive and prophetic harbingers of the new world order and of the indispensable role of the United Nations in achieving it.

Logic should be enough to tackle these problems, says Dr Roche, "but my political experience tells me it won't be enough."

Angus Archer, Executive Director of the United Nations Association in Canada, says, "Roche's conclusions combine security imperatives, development urgencies and environmental tradeoffs, all spiced with a nice dose of plain common sense."

The visiting professor said it was a privilege to be able to teach at the University of Alberta and that he felt indebted to the institution for the opportunity. "What thrills me most is to go into that classroom and talk to students."

Tribute to Dean Charles

Dean Charles was a product of Alberta. Born in Olds, he worked in several parts of the province before coming to Edmonton and the University of Alberta, first as a student in Psychology and later as a valued employee in Physiology. He worked for more than 25 years in this department, as well as completing an MSc degree, of which he was justifiably proud.

He was a man of many talents, and was a first-rate musician, who played his keyboard at countless functions across the province. He was never so happy as when he had an audience enthralled with the seemingly endless variety of music he knew by heart and could recall upon request. He was also an outstanding designer, who built electronic pianos years before most people even knew what the term meant. Perhaps, he was too far ahead of

EIGHT APPOINTED KILLAM ANNUAL PROFESSORS

The following people have been named Killam Annual Professors for 1993: Helmut Brauss (Music), Robert S Brown (Chemistry), Fernand Ellyin (Mechanical Engineering), Tessa Gordon (Pharmacology), R Gordon Moyles (English), Nat Rutter (Geology), Jeong S Sim (Animal Science) and Edward E Tredget (Surgery).

Folio will profile each appointee in future issues.

A date with destiny

When the Healy Ford Centre donated a 1992 Ford Escort to a group of University of Alberta engineering students last year the HEV (Hybrid Electric Vehicle) project was just a dream. Now it's a reality that's bringing the Faculty of Engineering a hoodful of recognition.

With less than three months to competition in Dearborn, Michigan, the core team of 14 members is raring to go. Vince Duckworth, the administrative coordinator for the project and a third-year electrical engineering student, says, "They're feeling anxious. We want to see how we're going to perform against the other schools." (Sixty-seven schools in North America submitted project proposals, 30 of which were selected for the competition. The only Canadian schools entered are Concordia University and the University of Alberta.)

The car is now at the testing stage. The team must do not only road testing but also testing of the new components they added to the vehicle. Duckworth says the car "looks really good."

Brian Engle, an engineer with Ford Motor Company, said in March that the U of A is a "heavy favourite" to win the competition. He also said the design of the dashboard in the HEV "is competitive with" anything at the pre-production model stage at Ford.

An HEV runs using an electric motor for short distances and an internal combustion engine for long distances. The state of technology for electric motors is unable to accommodate long distance travel at this point. The HEV is a natural stepping stone between internal combustion and the entirely electric vehicles engineers hope to provide in the near future.

Although they're having some trouble with funding, Duckworth said, "There's various organizations we haven't tapped yet." Among the approximately 45 contributors are Alberta Power, Trans Alta Utilities, and Edmonton Power.

After the competition, the team will take the car on a three-week tour through Canada, making the rounds of schools and major centres.

his time, when his attempts to produce them commercially failed and he returned to work at the University. His entrepreneurial spirit was not diminished as he established two other companies, Leaf Electronics and later Life Electronics, to market other products that he invented to improve the function of disabled individuals.

He resented the distinction between academic and nonacademic staff, since most of what he did over the years as a nonacademic staff member combined, in the best traditions of academia, innovation, thoroughness in design, attention to safety and compassion for the amputees and spinal cord patients who were to benefit. He certainly influenced my scientific career in ways that few "academics" have done and contributed greatly to what has become the Rehabilitation Neuroscience group. He coauthored and was first author on a number of scientific papers and received recognition for his work in the media, including a major segment on the American TV program "That's Incredible" for the work he did in devising circuitry for amputee saxophone players to play professionally despite their disability. He was at work on new designs for improving hand function in spinal cord injured patients at the time of his sudden, unfortunate death. He will be greatly missed by friends, family and his many colleagues at the University and in the music community.

The preceding tribute was submitted by Richard B Stein, Director, Division of Neuroscience, and Professor of Physiology.

Keeping a good thing going

Seniors help raise money for Spring Session for Seniors

A total of \$12,000 was raised in 1992 for the Spring Session for Seniors, and Coordinator Margaret Fisher hopes that figure will increase by \$3,000 by the end of this year's campaign. A dozen volunteers, each of whom has attended Spring Session for Seniors at one time or another, got the campaign off to a good start by placing phone calls to fellow alumni from 29 March until 2 April.

In 1991, Alberta Advanced Education was forced to discontinue its funding of the program, and President Paul Davenport, on behalf of the University, made a one-time only allocation of \$25,000 to the Faculty of Extension to allow it to continue the Session for that year. As a result of the loss of funding, fees went from \$25 to the present \$115.

The 18th Spring Session for Seniors is about to start (the deadline for applications is 23 April; the first-come, first-served principle is in effect and those who live out of town can get subsidized accommodation at Lister Hall). For three weeks, seniors can take as many classes as they can fit into their schedule. The menu includes T'ai Chi, Detective Fiction, Computers, Line-Dancing and much more. Fisher, who is aiming to have an enrollment of about 400 students this year, says the goal of the program is to "encourage our students to participate in continuing education in a university environment, to stimulate their interests and further those interests."

Anyone over 55 is welcome to register. The courses, which run from 3 to 21 May, do not have exams and do not require formal academic qualifications.

Orientation Day (2 May) allows the seniors to meet one another, pick up information packages and enjoy a campus tour.

Students who'll be attending classes this year range from 55 to 100 years of age. "A number of students go on to attend Univer-

NASA CONTRACT NEGOTIATIONS

When we start negotiating our contract on Monday, 5 April, it's not just our future that's at stake.

If you're wondering what the future will be like at the University of Alberta, you don't need to consult a futurist or tarot cards. Just look around you.

When the custodial staff for one of the buildings on campus is replaced by outside workers, does it make any difference to you? Probably not. Oh, if you work in that building maybe you'll find you have to remember to lock up your valuables from now on and maybe you'll regret you don't have that feeling of security that comes with familiar faces among the people whose work starts at the end of your day ... but is this a big deal to you? Maybe not.

When a staff member who's worked on campus for 20 years is told one day, without a word of warning, to immediately gather up her personal effects, pick up a severance cheque, and go home, does that make any difference to you? If you're not that staff member, maybe not. Oh sure, it's a little scary and certainly you'd be hurt and damn mad if anyone ever treated you that way, but it's a cruel world out there isn't it?

Speaking of layoffs, what about all those little service cutbacks across campus? Management calls it "trimming the fat" or "streamlining." For example, cutting back University library services a bit. A bit here one year. A bit there the next. Until barely any service is left. Does this matter to you?

Today, our Association represents 3,200 of the University's Non-Academic staff. In the past two years, we have seen 118 of our members lose their jobs to—take your pick—lay-offs, downsizing, out-sourcing and service cutbacks. When we start contract negotiations 5 April, our members know what's at stake for them: job security, living wages.

But what's at-stake for the rest of the University?

Just the soul of the place.

If your idea of a university is a place where all that matters is the bottom line, maybe you've come to the right place.

If you think tuition fees should go up and up to make up for declining support from both provincial and federal governments, just imagine how high tuition fees will eventually go! If your idea of a university is a place where only children of the very rich can come, maybe you've come to the right place.

If you think the famous "hidden hand" of profit can direct the affairs of this University better than such lofty goals as "quality" or "truth" or "justice," maybe you've come to the right place.

We hope not. On 5 April, we start negotiating for our job security and living wages but the bigger issue on the table for all of us is not what our members get or don't get. It's what kind of University we all get.

Anita Moore, President, NASA

Ed. note: This letter reached Folio too late to be published in the 2 April issue, and Folio did not publish 9 April because of the holiday.



Art Smith, foreground, and Jim Williams work the phones in the Development Office's Calling Room in the basement of the Athabasca Hall Annex.

sity in regular classes," said Fisher. Jim Williams, 78, said this is his fourth year in the program. "I should have started ten years ago. After a session I feel ten years younger. Pretty soon I'll be back at the diaper stage," he said with a smile.

Third-year student Lorne Lyons is 62. He takes ancient history with Williams, as well as computers, Shakespeare and art. Lyons would like to see other people join and says, "If they want to stimulate their minds, it gives them a boost."

Being the only man in the swimming class last year, Art Smith, 65, said, "My favourite course was 'swimmin with the women.'" He says of the program, "It's revitalizing. It

makes you feel young again." Smith, who has attended Spring Session for Seniors on six occasions, currently chairs the advisory committee.

Seventy-year-old Gertrude Ferrero has been in the program for 11 years. "It's always good to exercise the brain," she said. She has taken courses like computers, line dancing and 'Jest for the Health of it: Laughing Matters!' a course linking humour and health.

For two weeks in May, Williams and Lyons are going, through the Faculty of Extension, on a trip to the Greek Islands. At the end of Spring Session for Seniors all registered students will be invited to participate in a trip to Alaska as part of a course on the history of British Columbia and Alaska.

Electrical engineer parlayed an idea into a career and high-tech company

Advises ambitious students to consider starting their own companies

Four years ago, Randy Marsden was sitting on the other side of the lectern, getting ready for his final exams in his final year. Recently, however, the former electrical engineering student returned to his alma mater to describe his experiences in the world of business.

Marsden, the president of Madenta Communications Inc, explained to the Dean's Engineering class how he parlayed an idea he developed as a student into a product he could sell and a company he could build from the ground up. That company now develops computer software and hardware to meet the needs of the disabled, and has annual sales in the neighbourhood of three-quarters of a million dollars.

When he was in third year, Marsden and a friend developed a student project to assist a friend who was paralyzed from the chin down. "We started building what we called CASP, a computer-aided speech prosthesis; the idea was to build a machine that could speak for our friend who couldn't speak for himself."

Those were heady days. They entered the project in the Western Canadian Engineering competition and won, then went on to the nationals and placed second place in the entrepreneurial category and won the social merit award. "We were flying high and figured our job prospects looked good, but we didn't really think about taking the idea beyond the student project phase."

They entered the project in the Rehabilitative Engineering Society of North America student paper competition. Suddenly, companies were wining and dining the two young students and offering them jobs. "It was then we realized that we had something more than a student project."

The students still had a year to complete. But after graduation, Madenta was established in the Advanced Technology Centre in south Edmonton.

Now, Marsden leads a small team of several engineers in developing innovative software and hardware. The company draws locally on the Glenrose Rehabilitation Hospital and the Faculty of Rehabilitation Medicine for clinical trials and advice from therapists and users. "There's only a handful of companies in the world doing what we do."

Disabled people can use the computer to do a number of tasks. For example, the company has developed computer software and hardware to enable disabled people to open doors and control electronic equipment in their homes. "It's all geared to allow them to have better lives," Marsden says.

It hasn't all been fun, however. The company didn't have any sales for two years and had to rely on National Research Council grants. Marsden endured comments from people who didn't take him seriously. He spent a lot of sleepless nights worrying about how he was going to meet payroll and deadlines for customers.

"There's a lot of pressure. Sometimes I think it would be nice to work for someone else and to be able to go home and not have those worries."

"As an entrepreneur, you can't be passive, though, and you have to get out there and do things. It's worth it to take those extra steps, but I don't think being an entrepreneur is for everyone."

But if you have an idea and feel you can develop it, give it a try, Marsden advised students.

Wading into the provincial budget debate

Tackling the deficit the primary concern, say U of A economists Mel McMillan and Allan Warrack



Allan Warrack, left, and Mel McMillan explained their study to the media last week.

The major problem facing the provincial government is not the debt, it's the budget deficit, say University of Alberta economists Mel McMillan (Economics) and Allan Warrack (Marketing and Economic Analysis).

The provincial government cannot simply deal with the deficit by only reducing expenditures, says Dr Warrack. "That option's just not on," he said, pointing out that services would have to be reduced by one-third, and Albertans aren't prepared to accept that.

In releasing their jointly published paper titled "Alberta's Fiscal Situation: Identifying the Problem, Looking for Solutions," the two professors said it's time for Albertans to face the fact that it is an average province and up until now has had tax rates lower than the provincial average. If Alberta tax rates were at the recent provincial average, the province would raise 50 percent more per capita than it does now, and only three-fifths of the difference would be attributed to a sales tax.

The province has simply not exploited its tax base, which is larger than the Canadian provincial average, as extensively as other provinces, the professors point out in the study paper prepared for the Western Centre for Economic Research.

They say that by raising some taxes to the provincial average, the province could raise \$1.5 billion annually without the imposition of a sales tax. Thus, without a sales tax, there is room using existing taxes for the province to go most of the way toward eliminating its deficit. A sales tax at the all-provincial 1990-91 average rate of 7.8 percent would raise \$2.2 billion, more than three-quarters of the current deficit.

A key finding in the study is that if both Alberta expenditures and Alberta tax rates were at the provincial average, the province would have a budget surplus.

Drs McMillan and Warrack recommend that the province cut \$400 to \$600 million from expenditures. On the revenue side, they present two options: increase tax effort to the all-province average on all tax bases utilized in the province without a sales tax, or impose a sales tax of five percent on personal consumption expenditures, while leaving other taxes at their existing below-average levels.

"Politicians have a terrible tendency to underestimate the collective intelligence of people," said Dr Warrack. "The public is way ahead of them on this one." He predicted that if the public could be confident that these measures would be applied directly to the deficit, they would likely support the measures.

Dr McMillan pointed out that no one is yet talking about real reductions in expenditures.

Forum explores ways academics explain their research

Accountability to the public, in part, provides context for discussion

Academics need to develop effective strategies of working with mass media to disseminate research, says Associate Dean of Arts (Research and Graduate Students) Baha Abu-Laban.

Furthermore, academics and people working in the media have to develop an understanding of their respective sub-cultures, Dr Abu-Laban said at a 31 March Arts forum titled "The dissemination of research in publications and in public activities: connecting the university to the community."

Acknowledging an increasing demand for accountability, Dr Abu-Laban said the media represents an alternative to many of the more traditional ways in which academics have disseminated research. But there are problems. Media can omit or misrepresent important information, publish erroneous material and ignore important methodological considerations.

Nevertheless, media can reach massive markets and there is some value in working with the media, he said. "We haven't developed successful strategies to approach the media; it remains at an individual level without a filtering down of successful strategies."

On academics' relationships with government and the private sector, Associate Vice-President (Research) Bob Busch said there are increasing opportunities to form partnerships. "I have nothing against that, but we must be aware that in terms of the freedom to disseminate research findings, there's a very different ethos at work."

He said academics have to have very clear understandings with industry and government up front. "If the 'knowledge-based economy' are to be more than just buzzwords, then we are faced with a very serious debate—maybe even a struggle—about upholding the maximum freedom to disseminate our findings. This is in opposition to a private sector desire to view knowledge as wealth creating."

Lynn Penrod, Associate Vice-President (Academic), said members of the public who have addressed the University's Strategic Planning Task Force have in general said that they realize the central role research plays within the University and are supportive of it. "However, some of them have said 'we still don't understand what it is you do and [you] should make more effort to make what it is you do clearer to us.'"

When academics are asked about what they do, they often say it's complicated and has a lot of jargon, she said. "But that is one of the prime ways in which we as faculty and as an institution can show that we are accountable to the public at large."

Peter Schouls (Philosophy), who was assigned the topic of discussing traditional methods of dissemination through journals, conferences, books, etc, said the spectre of "publish or perish" hovers in the background.

Faculties and departments attach tremendous importance to faculty members' refereed publications.

"The insights I gain by submitting myself to the rigorous demands of refereed publications places me in a position from which I can responsibly bring the University into the nonacademic, public realm."

Jorge Frascara (Art and Design) said every communication must have a purpose. "My assumption is that we want to obtain a positive response from the public. If the purpose of communicating that research is to increase the support of the public for the development of more university research, then we have to ensure that that research is credible to the public."

"If University research is going to be valued by the public, we have to ensure that not only the content of our communication is appropriate, but that also the nature of the communicational engagement we propose fosters active participation and thinking." Researchers must speak the audience's language—and that doesn't necessarily mean the language of the lowest common denominator, Professor Frascara said.

"We have to remember that people can only understand things that relate to things that they already understand."

Dr Busch said that more than ever, researchers have to make the case for basic research. "We have to show how the investment in our institution pays off."

Faculty of Medicine appointments

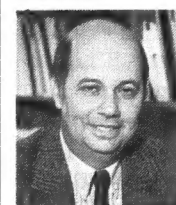


Ruth Collins-Nakai

Ruth Collins-Nakai has been appointed Associate Dean (Faculty Affairs), Faculty of Medicine. Replacing Adrian Jones, who had held the position since 1983, she is responsible for a wide range of internal and external relationships of the Faculty.

Dr Collins-Nakai graduated in 1972 with an MD degree from the University of Alberta. Appointed Professor of Pediatrics in 1988, she has been with the Faculty of Medicine since 1977. An active participant in discussions of the changing role of physicians, Dr Collins-Nakai is president of the Alberta Medical Association, a member of the Premier's Commission on Future Health Care for Albertans and chairs the Board of Governors of the American College of Cardiology.

Dr Collins-Nakai is a Fellow of the Royal College of Physicians and Surgeons of Canada.



Joel Weiner

Joel Weiner, Professor of Biochemistry, has been appointed Associate Dean of Research, Faculty of Medicine. He succeeds Mark Poznansky, who held the position since 1984.

A graduate of McGill University (BSc Honors degree in Biochemistry) and Cornell University (PhD), Dr Weiner joined the University of Alberta in 1976. An MRC Scholar, his research is in the molecular biology of membrane proteins.

TALKS



EDUCATIONAL FOUNDATIONS

22 April, 3:30 pm

Patricia Rooke, "Where are the Women? Gender, Politics and Female Invisibility at the League of Nations." 5-180 Education North.

ENGLISH

16 April, 2 pm

Peter Sabor, Queen's University, "The Pictures in Jane Austen's Novels." L-3 Humanities Centre.

30 April, noon

James Shapiro, Columbia University, "Shakespeare and the Jews." 5-20 Humanities Centre.

LANGUAGE RESOURCE CENTRE

3 May, 1:30 pm

Bernd Rühoff, Director, Language Resource Centre at Bergische Universität, Wuppertal, Germany, will talk about his research and the development of software for computer assisted language learning (CALL). Included will be a demonstration on the use of computers in the Tandberg multimedia teaching lab. 141 Arts Building.

PERINATAL RESEARCH CENTRE

20 April, noon

Stephen J Lye, associate professor, Department of Obstetrics and Gynaecology, University of Toronto, and head, Division of Perinatal Research, Samuel Lunenfeld Research Institute, Mount Sinai Hospital, Toronto, "Molecular Regulation of the Myometrium During Labour." 2J4.02 Mackenzie Health Sciences Centre.

27 April, noon

Fernando Teixeira, "Increases in Prostaglandin Endoperoxide H Synthase (PGHS) Activity and Levels of Immunoreactive PGHS-1 and PGHS-2 in Human Amnion Throughout Gestation and Labour." 2J4.02 Mackenzie Health Sciences Centre.

PHARMACY AND PHARMACEUTICAL SCIENCES

29 April, 2 pm

Karen B Garriss, College of Pharmacy, University of Michigan, Ann Arbor, "Preventing and Correcting Drug-Therapy Problems: Attitudes and Intentions of Community Pharmacists in Alberta." 2031 Dentistry-Pharmacy Centre.

PSYCHOLOGY

27 April, 2 pm

Mathew T Martin-Iverson, "The Classical Conditioning of Psychomotor Stimulant-Induced Behaviours in Rats: Neural Mechanisms Underlying a Phenomenon That May Not Exist." CW-410 Biological Sciences Centre.


SOIL SCIENCE

20 April, 12:30 pm

Peter Crown and Tim Martin, "The Spatial Information Systems Working Group:—What Really Goes on Behind the Locked Door to Room 4-297?" 2-36 Earth Sciences Building.

22 April, 12:30 pm

Robert Grant, "Modelling O₂ Uptake and Root Growth in Compacted Soils." 2-36 Earth Sciences Building.

 This symbol denotes environmentally related seminars/events. If you wish to have an environmentally related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

Musical birthday awaits Violet Archer

Violet Archer, Professor Emeritus of Music, will celebrate her 80th birthday 24 April.

Three major events have been arranged in Dr Archer's honour. At 5 pm, the Canadian Music Centre, Prairie Region, will host a gala dinner at the Faculty Club. Guest speaker will be Brian Harris, a colleague of Dr Archer in the Music Department.

Internationally renowned clarinetist James Campbell will be the featured guest artist at an 8 pm concert in Convocation Hall. Selections from the more than 300 works Dr Archer created for a variety of instruments and voice will be performed.

Following the concert, there will be a champagne and birthday cake reception hosted by National Music/Pianos and Yamaha Pianos and Organs Ltd.

Tickets can be purchased at Oliver Music, 10808 124 Street, and the Department of Music, 3-82 Fine Arts Building.

One of the foremost composers of classical music in Canada, Dr Archer has received the Order of Canada, the Sir Frederick Haultain Prize, and, most recently, the Great Canadian Award. She has also been awarded four honorary degrees and will receive a fifth at this University's Spring Convocation in June.

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC

MANAGER, PROGRAMS AND SERVICES, OFFICE OF ALUMNI AFFAIRS (FULL-TIME, TEMPORARY ACADEMIC POSITION)

Working closely with the Alumni Association of the University of Alberta, the Office of Alumni Affairs is responsible for planning, implementing and evaluating programs that enable alumni to connect with the University and for providing opportunities to play volunteer roles in support of the University's mission.

The Manager, Programs and Services is responsible for promoting and administering several programs providing service to alumni and generating revenue for Alumni Association activities. In addition, the Manager, Programs and Services oversees all aspects of the University's annual Reunion Weekends and provides support services to alumni groups holding reunions at other times of the year.

This position involves a great deal of work with volunteers and individual alumni members. Excellent interpersonal and communication skills are required, as are organizational and leadership ability.

Qualifications: Applicants must possess a university degree and have at least three years of organizational/administrative experience relating to marketing and event management.

Salary range and term: The Manager, Programs and Services will be hired on a one-year contract, with excellent opportunity for renewal. This is a full-time, temporary academic position with a salary range of \$33,000 to \$49,000 per year.

Application procedures: Applicants are asked to submit a résumé with names of three referees by 3 May 1993 to: Ms Susan Peirce, Director of Alumni Affairs, 430 Athabasca

Share and share alike

New automated system puts U of A Library and consortium partners on same page

The University of Alberta Library's contract with Data Research Associates (DRA) of St Louis brings the Library a new, integrated, automated library system. Now comes the installation of successive DRA modules—an online, public-access catalogue (OPAC) and cataloguing, circulation, acquisitions and serials modules—to replace older systems which the Library has outgrown.

The Library recently completed a two-year project in which the remaining manual records (the card catalogue) were converted into electronic, machine-readable format, and millions of 3"x5" catalogue cards were discarded. Records of virtually all University of Alberta Library holdings will be in the new system's catalogue database.

The DRA system became the system of choice once it was reviewed by the Library and its nearly 20 consortium partners in the Edmonton region. This consortium of University, government, and medical libraries is called NEOS (Networking Edmonton's Online Systems). NEOS joins a large family of DRA users across North America, a family which includes the University of Toronto

Library—Canada's largest—and the Edmonton Public Library.

Overall, the DRA system will advance the Library's strategy of forming alliances with other institutions to bring about cooperative collection building and regional resource sharing. That would eventually result in the ideal of "libraries without walls".

Barbara Storms, coordinator of the Alberta Research Council Library Information Centre, likes the increased network and contacts. "It will be a lot easier for them [U of A] to have direct access to our collection, which they didn't have previously."

Data Research Associates supports library sharing through the DRANET, which provides access to the catalogues of numerous libraries, including the Library of Congress, as well as databases providing a wide range of information for library functions as diverse as cataloguing and basic reference service.

The U of A's system will be accessible through the INTERNET, the global computer network.

POSITIONS



Hall, University of Alberta, Edmonton, Alberta T6G 2E8. A detailed job description is available from the Office of Alumni Affairs, telephone 492-3224.

TECHNOLOGY MANAGEMENT OFFICER IN BIOLOGICAL SCIENCES/AGRICULTURE, INTELLECTUAL PROPERTY AND CONTRACTS OFFICE

The Intellectual Property and Contracts Office (IPC Office) at the University of Alberta is seeking an individual to promote and effect the commercialization of intellectual property originating mainly in the biological science disciplines in the Faculty of Science and the Faculties of Agriculture and Forestry and Home Economics (which are in the process of merging).

As a Technology Management Officer you will be involved in various aspects of intellectual property transfer, including working with University researchers to identify commercially viable technologies, evaluating commercial potential, assisting in the patenting and copyrighting process, marketing technologies and negotiating licenses. You will interact with industry and government, work with University spinoff companies, and represent the IPC Office in meeting the University's responsibility to commercialize its intellectual property.

We are seeking an individual with the following qualifications:

- a graduate degree in biological sciences or agriculture;
- at least four years' experience in industry, government or university, preferably in technology commercialization;
- demonstrable experience in negotiating, licensing and marketing, including general knowledge of patent and contract law;
- working familiarity with local area networks, database management, spreadsheets, Wordperfect 5.1, and other systems;
- strong interpersonal and communication skills and the ability to perform as part of a team.

Salary will be of interest to those currently earning in the \$35,000 to \$40,000 range. This position carries a full range of benefits and is currently a full-time temporary academic position, renewable.

Please forward your résumé, in strictest confidence, by 23 April 1993 to: Mr David C Norwood, Director, Intellectual Property and Contracts Office, 1-3 University Hall, University of Alberta, Edmonton, Alberta T6G 2J9.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 9 April 1993. For a more up-to-date listing, please consult the weekly *Employment Opportunities Bulletin*, the postings in *PSSR* and/or call the Job Information Line at 492-7205 (24 hours). Positions available as of 9 April 1993.

The salary rates for the following positions reflect adjustments in accordance with the new classification system and pay plan.

CLERK STENO (Grade 5), Office of the Registrar, (\$1,891 - \$2,343)

SENIOR FINANCIAL RECORDS CLERK (BOOKKEEPER) (Grade 6) (Part-time) (17.5 hour week), Chemical Engineering, (\$1,035 - \$1,290) (prorated)

TECHNICIAN I (Trust) (Grade 6), Anatomy and Cell Biology, (\$2,070 - \$2,580)

SECURITY OFFICER (Grade 7) (40 hour week), Campus Security, (\$2,576 - \$3,229)

PROGRAMMER ANALYST (Grade 13) (Part-time) (17.5 hour week), Computing and Network Services, (\$1,786 - \$2,316) (prorated)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

CLERK TYPIST III (Trust), Native Student Services, (\$1,597 - \$2,005)

TECHNICIAN I (RESEARCH ASSISTANT) (Trust), Psychiatry, (\$1,844 - \$2,371)

BIOCHEMISTRY TECHNICIAN II

(Trust), Biochemistry, (\$2,093 - \$2,692)

EVENTS

EXHIBITIONS

BRUCE PEEL SPECIAL COLLECTIONS LIBRARY

Until 28 May

"How Can You Take Your Little Grocer's Shop So Seriously?"—an exhibition of books printed and published by Virginia and Leonard Woolf at the Hogarth Press. Hours: Monday to Friday, 8:30 am to 4:30 pm. B7 Rutherford South.

CLOTHING AND TEXTILES COLLECTION

Until 18 June

"Changing Suit: The Evolution of Men's Business Wear 1955-85"—an exhibition of men's wear from the collection. Hours: Monday to Friday, 8:30 am to 5 pm. Basement, Home Economics Building.

EXTENSION CENTRE GALLERY

Until 18 June

"Students' Work 1992-93"—an exhibition of works by Faculty of Extension students during the past year. Gallery hours: Monday to Thursday, 8:30 am to 8 pm; Friday, 8:30 am to 4:30 pm; Saturday, 9 am to noon. Information: 492-3034. 2-54 University Extension Centre.

FAB GALLERY

Until 18 April

"Multiple/Original"—prints by students in senior and first-year graduate courses in the Printmaking Division. 1-1 Fine Arts Building.

Until 18 April

"Ben KH Wong: Step On Snow"—this exhibition is the final visual presentation in partial fulfillment of the requirements for MVA in Printmaking. Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; closed Saturday, Monday and statutory holidays. 1-1 Fine Arts Building.

McMULLEN GALLERY

Until 28 April

"Human Images"—selections from the collection of the Alberta Foundation for the Arts. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428 or 492-4211. Mackenzie Health Sciences Centre, 8440 112 Street.

FILMS

GERMANIC LANGUAGES

20 April, 7:15 pm

Grünstein - Variante (1984), German with English subtitles. 141 Arts Building.

MUSIC

DEPARTMENT OF MUSIC

16 April, 8 pm

Master of Music Recital—Jennifer Bustin, violin. Convocation Hall.

30 April, 8 pm

Master of Music Recital—Piotr Grella-Morejko, composition. Convocation Hall.



Lillian Douglass walks students Jennifer Robinson, centre, and Jennifer Hutchinson through the poster and photograph display at the Faculty of Nursing's recent International Day held in Lister Hall.

ADS

ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

RENT - Riverbend, Falconer. Exquisite two storey, four bedrooms, many extras. \$1,600/month, immediate. Mike/Janet, Western Relocation Services, 434-4629.

RENT - Galleria condo, two bedrooms, immediate possession. Completely renovated, very high style. \$1,400/month. Western Relocation, 434-4629.

RENT - West end, Laurier Heights. Large, bright, furnished home available 9 July, one year. Double garage, delightful backyard. Upgraded, unique design. \$1,500/month. Western Relocation, 434-4629.

SALE - Executive acreage, two stories, 4,000 plus square feet. High above the Sturgeon Valley. Five minutes to St Albert, city, water. Janet Jenner, Spencer Realty, 435-0808.

SALE - Riverbend, Terwilligar, river view from both levels of this four bedroom, two storey in a secluded cul-de-sac. Gorgeous, south backyard, jacuzzi ensuite. Janet Jenner, Spencer Realty, 435-0808.

SALE - Riverbend, Osland Place, four bedroom, two storey with many luxurious features. Former Hillview show home, must sell! To view, call Janet Jenner, Spencer Realty, 435-0808.

SALE - Oliver townhouse, no condo fees! One block from High Level bridge, one block from Grandin Station. Individual owner, five levels, perfect for families. Janet Jenner, Spencer Realty, 435-0808.

MICHENER PARK - Two bedroom rowhouses and apartments for rent in University residence located in southwest Edmonton. Excellent bus service to University, utilities included. All enquiries welcome, 492-7044.

RENT - May-July, fully furnished, three bedroom, English-style cottage. University Avenue. Sunny home, great garden. \$800/month. 438-7886, 492-5731.

RENT - Attractive, executive home on Strathearn Drive. Two bedrooms, furnished. Sabbatical, 1993-1994. \$1,400/month. Phone 469-4992.

RENT - Belgravia, five-minute walk University. Three bedroom chalet-style home, fully furnished; sunroom, deck, attached garage. August/September 1993 - May/June 1994. \$1,100/month. 434-9635, 492-2373.

SALE BY OWNER - Two storey, executive, 2,100'. Lansdowne, backs onto University Farm, \$204,000. Phone 436-0574 or 892-2999.

RENT - Immaculate, 3,000', four bedroom executive home. Fully furnished, seven appliances, air conditioned, double garage. Close to University, available 15 May, \$1,600/month. Steve, Ted Powers Realty, 454-3819.

SALE - Old Riverbend ravine property with four bedrooms. Huge lot, almost 1/2 acre. Enormous potential! Val Cload, Spencer Realty, 435-0808.

SALE - Executive high rise condo. 1,335', very spacious and practical layout. Two bedrooms, two baths. Excellent LRT service to University and downtown. \$151,000. Deborah Otterholm, Sutton Group, 450-6300.

SALE - Belgravia, three bedroom bungalow. 1,335', fully developed basement, huge 11,000' lot, \$168,000. Ed Lastiwka, Royal LePage, 446-3800, 437-7480.

SALE - McKernan, lovely, four bedroom, two storey. Bright, modern kitchen, Durabilt windows, siding, oak floors. Excellent location, \$159,800. Ed Lastiwka, Royal LePage, 446-3800, 437-7480.

SALE - Millcreek Ravine 1 1/2 blocks away. Beautiful, treed property with large south facing garden. Three bedrooms, 1,150', semi-bungalow, \$115,900. 465-5977.

RENT - Glenora bungalow, two bedrooms main, two bedrooms down, large, bright kitchen, furnished. Minutes from University/downtown. July 1993 - 30 June 1994. \$1,000. 447-5585.

SALE - Grandview Heights, custom-built, two storey, offers four bedrooms, den, main floor family room, hardwood floors. Quality plus. \$425,000. Private showing. Beth Siegel, Royal LePage, 487-9092, 455-4181.

RENT - Immaculate, one bedroom, three-level executive condo. Fully furnished, underground parking, two blocks from University. Unique style, self-contained. May 1993 - 30 April 1994, possibly longer. 439-5346 after 6 pm.

SALE - Two storey, Victorian-styled townhouses near Southgate. Only 16 units in complex, eight backing onto park. Now under construction. From \$123,900. Call for details. Maggie Woytkiw, Re/Max Realty, 438-7000.

SALE - Westridge, park-like ravine location. 1 1/2 storey, 2,140', three bedrooms plus study, 3 1/2 baths. Fully renovated, many extras, \$257,000. 487-7484.

RENT - Unfurnished, two storey, three bedroom house with den on main floor. North Windsor Park, two blocks west of the University. No pets please. Nonsmokers preferred. \$1,100/month. Available immediately. 433-0646.

SUBLET - July/August, furnished, two bedroom main floor, den. Near Mill Creek Ravine. 6', 6" grand piano. \$725 includes utilities. 439-2671.

RENT - Belgravia, near University. Furnished, four bedrooms, study, fireplace, deck. \$1,200/month. September 1993 - summer 1994. 433-4439.

RENT - Sabbatical, exceptional, two bedroom condo, furnished, parking. University/Strathcona, June/July 1993 - June 1994. \$850/month. 492-2800, 439-3424.

Back problems? Headaches? Tension? Injuries? Stress?

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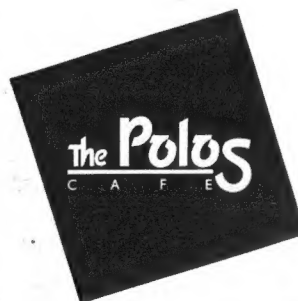
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RENT - 1 September - 30 June 1994. Large, fully furnished, house in west end. \$1,500/month, includes all utilities and lawn care. 492-3530 day, 487-1238 evenings.

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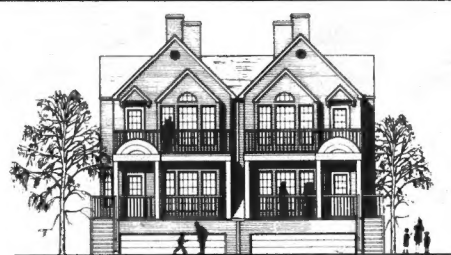
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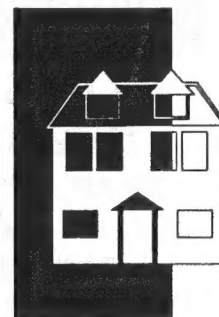
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